

# Board Pack

PCYC NSW  
Non-Executive Directors

July 2024

**PRIVATE & CONFIDENTIAL**



## PCYC NSW

The Police Citizens Youth Clubs (PCYC) NSW is one of Australia's leading youth charities empowering young people to reach their potential through Police and community partnerships. For more than 87 years, PCYC has been building capacity in the communities they serve across regional and metropolitan NSW.

With a robust network of 66 clubs and centres across the state, over 100,000 members with more than 140 different activities, PCYC is the largest provider of sport and recreational facilities in NSW, delivering a wide range of sports, music activities, life skills, self-development projects, homework clubs and much more on a daily basis. Through their work, PCYC is equipping the next generation of Australians with the skills, attitudes fundamental to navigating the challenges they face both today and in the future.

In 2022, PCYC launched their Better Together 2022 – 2027 strategy with a focus on sustainability and accountable impact. They have set themselves an ambitious goal to have a network of 69 clubs, impacting over 10,000 young people through programs such as Rise Up, Job Ready and GRIT (Growth Resilience Intervention for Teenagers), targeting over 20,000 young people in early intervention and diversionary programs.

At the end of 2023, Ben Hobby was appointed to the role of CEO of PCYC NSW, to continue the execution of the 2022 – 2027 strategic plan, and to evolve the organisation for further growth and impact.

On 31 July 2024, five Non-Executive Directors will rotate off the Board, which has provided the Chair and Board the opportunity to review the current skills and experience matrix



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## Mission

- We get young people active in life. We work with young people to develop their skill, character and leadership. We reduce and prevent crime by, and against young people, and provide programs to suit all ages and lifestyles.

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## Vision

- Australia's pre-eminent youth organisation working with Police and community to empower young people to reach their potential

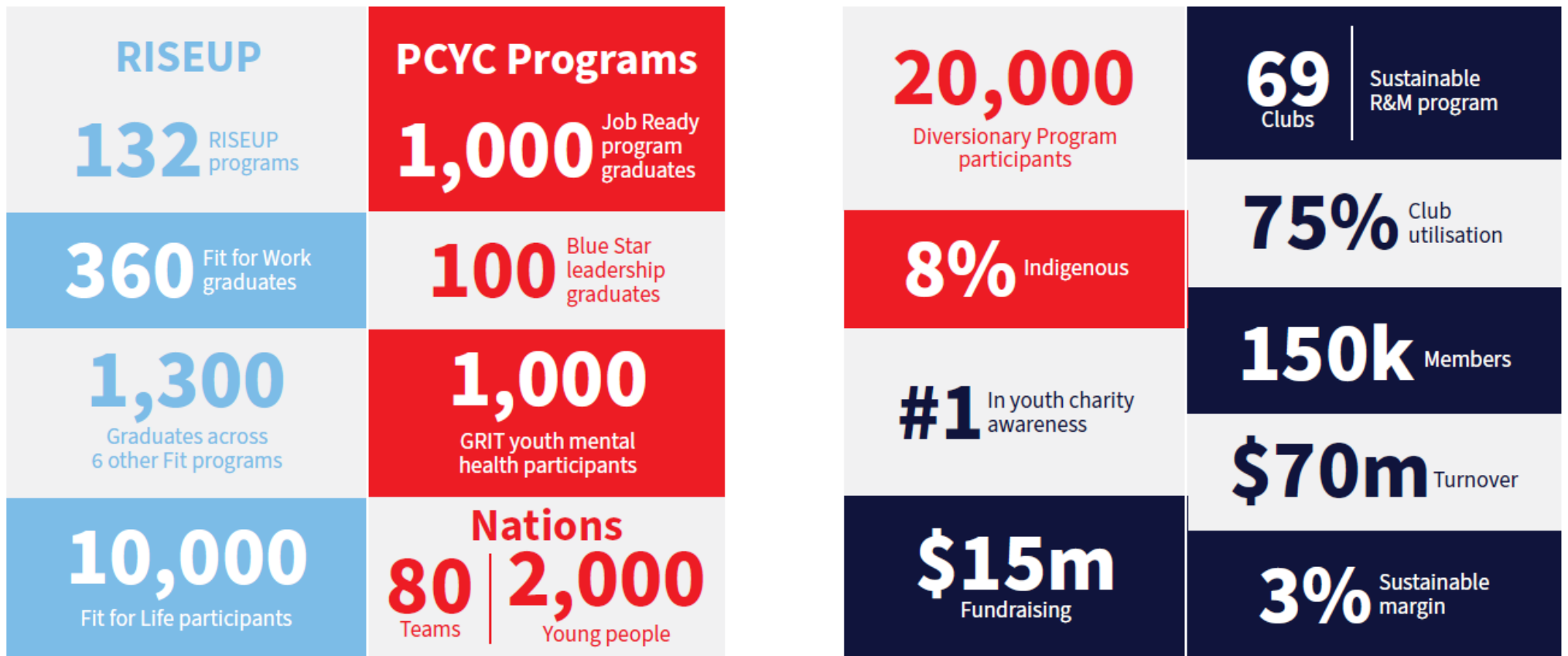
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## Values

- **Resilience:** We face adversity head on. We adapt, refocus and move on. We foster a positive mindset and find a way to succeed.
- **Respect:** We support diversity, inclusion, equity and value the views and contribution of others. We do what is right. We have the courage to speak up when we make a mistake or see something that doesn't seem right.
- **Integrity:** We act honestly and fairly. We honour our commitments. We build trust with people, partners and our community by being ethical, transparent and accountable.
- **Commitment:** We are accountable for all our actions, to our mission and to each other. We do not compromise our standards. We take responsibility for our actions and adhere to the code of conduct.
- **Citizenship:** We go the extra mile to serve our community. We honour the legacy of PCYC by our actions. We listen, act and advocate on behalf of children and young people, always showing compassion and inclusion.

## Strategic Outcomes

We will measure our success by the impact we deliver and the outcomes we achieve. We will have honoured our legacy if by 2027 we achieve...



# Current Board



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## Nicole Sorbara - Chair

Nicole heads the Corporate Operations Group which comprises over 6,500 people across 23 countries who have specialist expertise across digital transformation and data, technology, operations, human resources, business services, strategy, operational risk, financial management and philanthropy.



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## Gavin Wood APM – Assistant Commissioner

Assistant Commissioner Gavin Wood APM joined the NSW Police Force in 1989 and is a member of the Senior Executive.



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## Erin Flaherty - Director

Erin's business career has spanned 30 years in the private & government sectors in law, finance, funds management and transport. She has a Masters of Law from the University of Sydney and undergraduate degrees from the University of Western Australia.



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## Michael Hope - Director

Michael studied at University of Sydney and graduated with a pharmacy degree in 1984 going on to establish and run the Hopes Pharmacy group. He still works as a registered pharmacist.



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## Stuart O'Brien - Director

Stuart is regarded as one of the country's leading brand consultants, having played a vital role in the creation and development of some of Australia's biggest brand projects over the past 25 years.



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## Ben Shields- Director

Ben is managing partner of Alchemy Growth Partners, a boutique advisory firm. He has 25 years of corporate strategy, strategy execution and transformation experience.

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## Ben Hobby

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- Ben is a seasoned, respected business and community leader, who joined PCYC NSW, as CEO in November 2023.
- Ben has 27 years of successful experience leading diverse teams within public and private sectors, across geographic regions comprising the UK, US, Asia Pacific, Australia and New Zealand.
- Ben was born in Australia, educated in New Zealand, and spent most of his working life in the UK and the USA. Whilst he has primarily worked in the commercial sector, Ben has volunteered all his life and actually spent two years volunteering after school, before he went to university. He studied business and management in the UK.
- Ben has a demonstrated track record of consistent success in sales, marketing, and general management, with both medium and large companies across technology, software and telecommunications.
- Ben has joined PCYC NSW to make a contribution to the rising generation, which is has a particular passion for, understanding the impact of community participation, sports and mentoring programs.
- Four out of five of Ben's children participate in sporting teams through their local PCYC club.

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## Structure

Police Citizens Youth Clubs NSW (PCYC NSW) is a company limited by guarantee and the liability of the Members is limited.

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## Composition

PCYC NSW constitution allows for 11 Directors, two of whom are elected Presidents of local clubs, one of whom is a member of the NSW Police force and seven to eight of whom are independently appointed Directors, approved by the NSW Police force

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## Committees

The Board has three committees, and each Directors is obliged to contribute to at least one Committee and the three committees are:

1. Finance, Risk and Operations Committee
2. Fundraising Committee
3. Property Committee

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## Tenure

The Constitution allows Directors to hold a three-year term and will be eligible for re-appointment up to two more terms.

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## Board Meetings

The Board meet once a quarter, and meetings are held alternately between the PCYC NSW Headquarters, located at Sydney Olympic Park and the Macquarie Bank offices in Martin Place, Sydney CBD. Board meetings are usually held for three hours.

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## Meeting Dates

Remaining Board meeting dates for 2024 include:

- Thursday 22 August, 9am, Macquarie Bank offices
- Thursday 5 December, 9am, PCYC head office, Sydney Olympic Park. (Followed by an end-of-year Board lunch).

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## Remuneration

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This is a voluntary position, and directors are not remunerated. All reasonable expenses incurred by Directors, will be covered.

# The opportunity – Non-Executive Director



## The primary aims of this position are to collectively govern with other Directors to:

- **Impact:** To be recognised for delivering life-changing programs with proven impact on youth and community wellbeing, and to be a trusted partner in reducing youth crime and recidivism through their collaboration with the NSW Police Force.
- **Sustainability:** To ensure the sustainable operation of their clubs through effective commercial operations and the delivery of relevant activities that serve the community's needs.
- **Charity Effectiveness:** To drive fundraising and philanthropic support essential for the delivery of impactful programs and to establish credibility with donors, leveraging a diverse range of revenue streams.
- **Reputation Building:** To be known as a leading youth charity and a trusted manager of sport and recreation facilities, delivering health, wellbeing, education, and life skills programs that create tangible social and commercial benefits.
- **Governance and Accountability:** To maintain a governance ethos based on best practice safety, risk, and management frameworks, ensuring that all actions are ethical, transparent, and accountable.

## Duties and expectations of Directors:

- **Strategic Leadership and Governance:** Establishing and overseeing the strategic direction of PCYC NSW in alignment with the "2022-2027 Better Together Strategy." Ensuring that the organisation's vision, mission, and values are upheld in all activities and decisions.
- **Financial Oversight:** Approving and monitoring the annual budget, financial plans, and financial statements to ensure the financial health and sustainability of the organisation. Ensuring compliance with financial regulations and maintaining accountability for fundraising and financial management.
- **Program and Service Delivery:** Overseeing the delivery of programs and services that align with PCYC NSW's goals of empowering young people, reducing youth crime, and building community resilience. Ensuring that the programs are evidence-based, impactful, and meet the needs of the communities served.
- **Risk Management and Compliance:** Implementing best practice safety, risk, and management frameworks to ensure a safe environment for all participants. Ensuring compliance with relevant laws, regulations, and internal policies, including child safety standards and charitable fundraising regulations.
- **Community and Stakeholder Engagement:** Building and maintaining relationships with key stakeholders, including NSW Police, government agencies, corporate partners, and the community. Advocating for the needs and interests of young people and promoting the role of PCYC NSW as a leading youth charity.
- **Organisational Development:** Supporting the CEO and executive team in achieving organisational objectives. Ensuring that the organisation attracts, retains, and develops talented staff and volunteers committed to the mission of PCYC NSW. These responsibilities ensure that the board provides effective oversight and strategic direction to achieve PCYC NSW's mission and vision.





# Key selection criteria – Non-Executive Director



PCYC NSW is seeking two new Non-Executive Directors to provide a diverse perspective to support the organisation and its growth. The new Non-Executive Directors will also bring diversity to the board.

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## Attributes and experience:

The following skills and experience are considered critical to these roles:

- A genuine passion for making a positive to PCYC NSW
- Proven experience in fundraising with the ability to identify and source income streams (HNW)
- Contemporary knowledge and networks in philanthropy in NSW
- Valuable networks within the NSW State Government
- Specialist knowledge and experience in Strategy and Governance within a for-purpose context
- Proven experience as an effective board member and commitment to excellence in governance to ensure the Board continues to operate effectively and rigorously.
- Excellent communication skills and strategic approach, along with excellent relationship skills, to manage a variety of stakeholder relationships.

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## Qualifications

- Graduate of the Australian Institute of Company Directors (AICD) preferred but not essential.
- Tertiary level qualifications or equivalent in business, management or relevant field.



## Further information



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Website

<https://www.pycnsw.org.au/>

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Annual Impact Statement

[2023 PCYC NSW Statement of Impact](#)

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Strategic Plan

[2022 - 2027 Strategy](#)

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Constitution

[PCYC Constitution](#)

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Annual Financial Statement

[Annual Financial Report 2022](#)

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In the News

[Media Release\\_New CEO\\_Ben Hobby.pdf](#)

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For more information



**For all enquiries please contact**

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